



STATEHOUSE OBSERVER

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October
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December

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Winter Blood Drive

Our first drive at the new Blood Donation Center in the downtown area was a great success. The new center is located about two blocks northeast of the state office building. I have heard many favorable comments about the facility and the location.

Winter Blood Drive: the week of December 9

New Location: 131 South 13th Street.

Appointments may be scheduled every 15 minutes:

Monday..... 6:30 a.m. to 2:30 p.m.

Tuesday..... 6:30 a.m. to 2:30 p.m.

Wednesday..... 6:30 a.m. to 2:30 p.m.

Thursday..... 10:00 a.m. to 5:45 p.m.

Friday6:30 a.m. to 11:30 a.m.



Points to remember

- You need to wait two weeks after receiving your flu shot, before donating.
- To donate you must be at least 17 years of age or older and weight at least 110 pounds.
- Eat a regular meal within 5 hours of donating.
- Be sure to have a good night's sleep.
- No tattoos in the last 12 months.
- No antibiotics 72 hours prior to donation. Allergy medication is fine, if you have been on it for more than two weeks and the symptoms are controlled. *If you are taking medication and aren't sure if you can donate call 486-9400 and ask for a nurse. They have a detailed reference listing which drugs will disallow you from donating and the waiting period to clear your system.*

To make an appointment contact Keri Nicholson at 471-4112 or knichol@notes.state.ne.us after November 15. Sign up sheets will also be available at the information booth in the State Office Building.

Other donation sites in Lincoln are 100 N. 84th, 2917 Pine Lake Rd., and 30th and O. Call these sites directly for an appointment and ask to sign a "Count me in!" sheet when you donate. I also have information on several other blood donation sites around the state. Call for more information.



Thanksgiving Turkey Tips

Thanksgiving - a time honored American tradition based on thankfulness and the bounty of our land. In the hearts of Americans, Thanksgiving dinner will always be *the best meal of the year*. To ensure that the dinner will be the best meal of the year, here are some excellent tips to follow.

Time and Temperature Equals

Taste: To make sure you have the perfect turkey this Thanksgiving, check to make sure the turkey reaches a temperature of 170° F in the breast and 180° F in the thigh. The true indicator that a turkey is ready to eat is to measure the bird's temperature with a food thermometer. Accurate temperatures, both in the oven and the turkey, are important for quality safety and taste. Since most consumers spend little time in the kitchen during the year, it is important to check the oven thermostat and oven temperature to verify the oven setting

Thermometer Use: A recent survey taken by the National Turkey Federation, found that less than 50 percent of home chefs use a thermometer to determine if their turkey and or stuffing are thoroughly cooked. This could mean that many consumers are overcooking or under cooking their turkey - leading to a disappointing outcome. NTF wants to make a food thermometer a cook's best friend by providing guidelines to ensure proper use.

TURKEY ROASTING TIMES

(Approximate Timetable for Roasting a Turkey at 325° F.)

Weight	Unstuffed	Stuffed
8 to 12 pounds	2 3/4 to 3 hours	3 to 3 1/2 hours
12 to 14 pounds	3 to 3 3/4 hours	3 1/2 to 4 hours
14 to 18 pounds	3 3/4 to 4 1/4 hours	4 to 4 1/4 hours
18 to 20 pounds	4 1/4 to 4 1/2 hours	4 1/4 to 4 3/4 hours
20 to 24 pounds	4 1/2 to 5 hours	4 3/4 to 5 1/4 hours

Shorter Cooking Times: Only 8 percent of respondents in a recent NTF study were aware of the new shorter cooking times released in 1995. The new cooking timetable, developed by University of Georgia, indicated that it is possible to shorten recommended cooking times for whole turkeys and still ensure a safe and delicious product.



Food Thermometers: Food thermometers are more high-tech and easier to use than ever before. There are pop-up, digital, instant-read and disposable. Proper placement is the key for an accurate read. Insert the thermometer 2½ inches in the deepest portion of the turkey breast or into the inner thigh near the breast. Make sure the thermometer does not touch the bone. When inserting the thermometer in the turkey breast, insert it from the side, which make it easier to read and more accurate than inserting from the top.

Time Measurement: Time is a measurement that helps ensure a turkey is done. The turkeys purchased today yield a higher proportion of white meat, which cooks faster than dark meat and shortens the time it takes to prepare the turkey.

This year the Nebraska Department of Agriculture, Poultry and Egg Division is again offering a user-friendly, consumer-oriented brochure to ensure a safe and delicious turkey dinner. To request *Take the Guesswork Out of Roasting a Turkey*, and for free recipes and ideas on how to utilize turkey leftovers, contact Mary Torell, Public Information Officer, Nebraska Department of Agriculture, Poultry and Egg Division by E-mail at mtorell2@unl.edu or call (402-472-0752). Each contact will receive *either* a \$2 off coupon for a **regular** turkey, or a \$2 off coupon for a **smoked** turkey from NORBEST, a Nebraska grown product.



Year Round Appeal: More than 90 percent of Americans will eat turkey on Thanksgiving, consuming about 45 million birds. However, turkey is not just for Thanksgiving anymore. Consumption patterns have changed as more and more American's are realizing that turkey is not only nutritious, but tastes good too. In the last 25 years, per capita consumption has almost doubled to 18 pounds of turkey a year. More of it is being consumed outside the holiday season. Only 32 percent

of consumption occurs during the winter holidays, compared to 50 percent in 1975. The variety of turkey cuts and products available today makes it easy to enjoy turkey all year long. Turkey products can be found in the form of a burger, tenderloin, cutlet, sausage and deli meat, just to name a few. As a product that is adaptable to all cooking methods - microwave, oven and grill - turkey is a tasty treat to be enjoyed at any meal, any time of the year.

Here's a simple and delicious recipe using leftover turkey.

RICE-N-TURKEY CASSEROLE

(Serves 6)

- 2 Cups cooked long-grain rice, white or brown
- 2 Cups cubed cooked turkey
- 2 Zucchini, medium size, cut into $\frac{1}{4}$ -inch rounds
- $\frac{3}{4}$ Cup shredded Monterrey Jack cheese
- 1 Can (4 oz.) chopped green chilies, drained
- 2 Tomatoes, medium size, halved lengthwise, then sliced crosswise

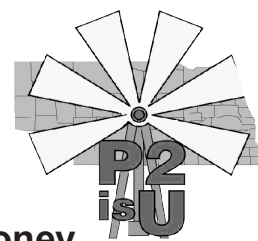
Topping:

Combine 1 cup sour cream, $\frac{1}{3}$ cup chopped onion, $\frac{1}{2}$ teaspoon salt, $\frac{1}{4}$ teaspoon dried oregano and black pepper to taste.

Prepare topping. Spread rice in a greased 2-quart baking dish. Layer turkey, zucchini, cheese, chilies and tomatoes over rice. Spread topping over casserole. Sprinkle with cheese and bake at 350 F. degrees for 30 minutes.

Approximate Nutrient Content Per Serving:

523 calories; 27 GM protein; 20 GM fat; 59 GM carbohydrates; 679 MG sodium; 76 MG cholesterol



Save Money Reduce Pollution

Here are ten cost effective hints to help you save energy and money this winter while helping prevent pollution.

1. Lower the indoor temperature a few degrees in winter. Set it even lower at night and a full 10 degrees lower when you're on vacation or traveling.
2. Close the fireplace damper when the fireplace isn't in use.
3. Open shades and blinds to let in sunlight during the day and close them to reduce heat loss at night.
4. Close off unused rooms and lower the temperatures by adjusting the registers and dampers.
5. Clean your furnace's blower fan with a soft brush and vacuum cleaner.
6. Turn off lights not in use. Reduce bulb wattage and use compact fluorescent lights when you can.
7. Lower your water heater setting to 120 degrees F for both energy savings and safety. Measure hot water temperature at a faucet using a cooking thermometer if the water heater setting isn't calibrated in degrees.
8. Fill clothes washers and dishwashers for more energy efficient use, rather than cleaning partial loads.
9. Skip the dishwasher's drying cycle (cuts energy use by about a half).
10. Wash clothes in cool rather than hot water. Clean clothes washer and dryer lint screen after every use



Employee R

Employee of the Year

Administrative Services

Lana Brox

Roger Frink

Aeronautics

Roger Lee Fox

Agriculture

Vicki Wohlers

Attorney General

Heather Leuschen

Auditor

Jennifer Person

Banking

Rodney Griess

Blind & Visually Impaired Commission

Dorothy Wilmott

Corrections

Karen Michaelson

Sara Nelson

Renee Uldrich

Joe Yosten

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Environmental Quality

Gerald Gibson

Equal Opportunity Commission

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Fire Marshal

Fred Reichert

Foster Care Review Board

Tami Gangwish

Game & Parks

Rick Eades

Health & Human Services

Marnie Carr

Susana Egge

Edye Eichberger

Tonye Eisenhower

Irene Fronning

Terry Hess

Chris Iiams

Kerry Jarecki

Bette Krause

Sharon Lammers

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Connie Reinsch

Lisa Thoene

Labor

Rebecca A. Cromer

Library Commission

Allana Novotny

Liquor Control

Janice A. Kempf

Military

Timothy A. Diedrichsen

Motor Vehicles

Deric Bloom

Natural Resources

Kimberly Menke

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Revenue

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Roads

JoAnn Britton

Ryan Christensen

Eddy Morrell

Matt Ost

Lisa Sudbeck

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Josh Daws

State Patrol

Trooper Robert Almquist

Suzy Fredrickson

Supervisor/Manager of the Year

Administrative Services

Bill Oberg

Dwane Rauscher

Agriculture

Dr. Roger "Butch" Sahara

Attorney General

Linda Willard

Auditor

Cindy Janssen

Banking

Kent Plummer

Blind & Visually Impaired Commission

Candace Laursen

Corrections

Fred Britten

Dallen Johnsen

Jan Lehmkuhl

Kyle Poppert

Economic Development

Jacob "Jack" Ruff

Environmental Quality

Mike Felix

Equal Opportunity Commission

Kathy Stephens

Fire Marshal

David Bertram

Foster Care Review Board

Jeany Morton

Game & Parks

Earl Johnson

Health & Human Services

Debra Bales

Roger Brink

Phyllis Greenwood

Richard Kelly

Keith Matteo

Jan McChesney

Rosalie McCurry

Mary Osborne



Recognition

Catherine Ray
Linda Shandera
Dianne Stewart
Peggy Trouba
Melinda White

Labor

Jolee Wheatley

Liquor Control

Margaret "Tim" Frankforter

Military

Mark A. Stockstell

Motor Vehicles

Matt Coatney

Natural Resources

Keith Paulsen

Property Assessment & Taxation

Jeffrey Wilhelm

Retirement

Vicki Stoll

Revenue

Kevin J. Wikoff

Roads

Russ Frickey

Cynthia Jelinek

Larry Peterson

Eldon Schoen

Daniel Ziska

State Patrol

Sergeant William Fitzgerald

Lieutenant Rod Getting

Veterans Affairs

Daniel L. Parker



Keri Nicholson, Loraine Epperly, and Mike McCrory of DAS-State Personnel join Stu MacTaggart, Aeronautics, and Ron Ross, Director of HHSS, in an early morning flight to North Platte. Later in the day we continued on to Scottsbluff. The expense of the plane is offset by the cost savings of gas and hotel that we would otherwise pay—not to mention the savings of having only one day away from the office instead of two.

Behind the Scenes

Every year DAS-State Personnel puts together 12 recognition ceremonies for employees across the state. Ceremonies are held in Scottsbluff, North Platte, Beatrice, Norfolk, Grand Island, Omaha, and Lincoln.

Part of what helps make this effort go so smoothly are the people at the remote locations who make arrangements.

North Platte: Kris Trofholz DAS-Building Division

Scottsbluff: Julia Seip DAS-Building Division

Grand Island: Lea Irvine - HHS-Finance & Support

Beatrice: Zita Lomax - HHS-Finance & Support and Yvonne Eckhoff - HHS-Services

Norfolk: Kate Reiners and Lori Eyers - HHS-Services

Several DAS-State Personnel staff members travel and set up the various ceremonies. Those involved this year were Loraine Epperly, Diane Dirksen, Emily Ortegen, Liz Freeman, Staci Gill, Emily Weddle, Chris Price, and Nyla Thomsen.

This year HHSS made sure they had a Cabinet Director at each of the ceremonies as well. Several other agencies were represented at the Lincoln ceremonies. State senators attended the ceremony in Omaha. Governor Johanns was able to attend the Length of Service ceremony in Beatrice. Senator Curt Bromm, Speaker of the Legislature, spoke at the Employee/Manager of the Year Ceremony.

It takes six months of planning to put these events together. We verify names, order awards, take photos, plan receptions and coordinate travel. It is a real joy to meet so many appreciative people once the details are in place. While the awards are simple mementoes, it is clear we have a loyal and dedicated workforce.

Congratulations to everyone!





Word for the Day

Complacency - "self-satisfaction accompanied by unawareness of actual dangers or deficiencies." This is our largest concern. Recycling is not something we can say, "Been there, done that and got my T-shirt." Recycling is a habit that needs to be practiced daily with new goals set and achieved on a regular basis. Check your trash can. What do you see? You should see apple cores, banana peels, used tissues and hopefully no items that are recyclable. You get the idea! Form the habit. Help your co-workers form the habit. **Keep recycling!**

State Recycling News

We are pleased to report that during Fiscal Year 2002 State employees officially recycled 1,215 tons. This is a 41.6% increase over the 858 tons recycled during Fiscal Year 2001. This is an accomplishment everyone employed by the State of Nebraska can take pride in. If you have any recycling questions or comments, do not hesitate to contact me. Please see the quarterly recycling progress report below. **Keep recycling!**

In Pursuit Of A Goal

The goal for FY 2003 is 1,300 tons of recycled materials. With 25% of the Fiscal Year elapsed, we are at 26.4% of our goal.

A Look into Our Recycling Future

During the last year or two, we have put more emphasis on the collection of recyclable items. Now we would like to bring more of a balance to our recycling efforts by working on the basic three Rs, **Reduce, Reuse** and then **Recycle**. Remember, you are not really recycling until you are buying recycled. We hope to share this "buy recycled" message with all the buyers across the state, but we will still need everyone's help with this vital area of recycling.

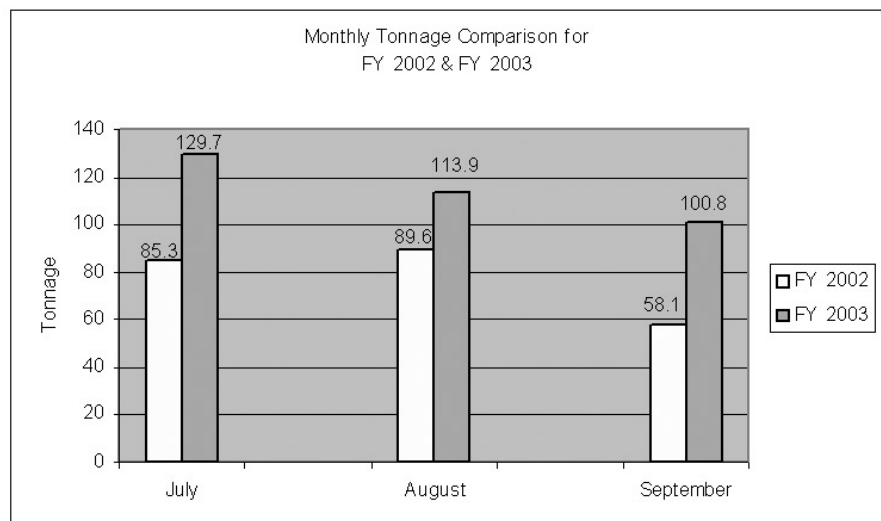
We are currently developing a new format for this publication and our monthly electronic newsletter. Please let us know what you think about the changes and/or ideas for future topics.

This 'n That

We are working on statewide assistance for telephone directory recycling. Our information indicates North Platte and McCook will receive new telephone books in October followed by Scottsbluff in November and Lincoln in December. Anyone who needs assistance with the proper disposal of his or her old phone books, please contact the Recycling Office. If your old phone books are recycled successfully, please forward the weight (approximate weight will work) to the Recycling Office to be recorded in our statewide totals.

Are Your Old Pallets a Nuisance?

Are old pallets a nuisance at your facility? We are working on a possible solution to this issue. At this time, we are interested in determining where the pallets are located, and approximately how many are generated a month. Please contact the Recycling Office with data related to the scope of this issue.





America Recycles Day

America Recycles Day is November 15, 2002. Please renew your commitment to recycling and buying recycled content products.

Ideas

We are interested in any and all ideas that are working for you to reduce, reuse and/or recycle materials. Please submit them to the Recycling Office and we will share them with the rest of the recycling team members. Remember, we are in this together!

Please call or e-mail the State Recycling Office. Let us help you get recycling started!



Charlie Wink
Recycling Coordinator
402/471-2431
cwink@notes.state.ne.us

Bernice Petersen
Recycling Clerk
402/471-9162
bpeterse@notes.state.ne.us

Statewide Safety Committee

Mission

"To promote a safe and healthy work environment for all Nebraska state employees"

How can you contribute to safety on the roadways? Keep informed, stay alert, and slow down during adverse weather conditions and when approaching construction areas. Be on a continual lookout for the state patrol officers that leave their vehicles and give emergency vehicles the right of way. Keep in mind that most crashes occur when drivers fail to maintain a safe speed and proper following distance.

Numerous state employees work on the highways and byways across the state. These employees include road workers, state patrol officers, and numerous traveling inspectors to name a few. Employee safety on the road is of an utmost concern.

What's it like to work road maintenance in moving traffic? Here are a few comments from state road workers on that very issue. "One of our guys was rear-ended by a semi while plowing snow" "My plow was hit due to a white out caused by a passing vehicle" "The surveying crew was in the middle of a two-lane road with cones out and a semi came zooming by and the clipped the cones and they flew into us"

Keep yourself and your fellow employees safe by making workplace safety a priority both in the office and on the road. If you have any safety concerns or suggestions, please contact a member of your agency safety committee or the Statewide Safety Committee. The current members of the Statewide Safety Committee are:

Labor

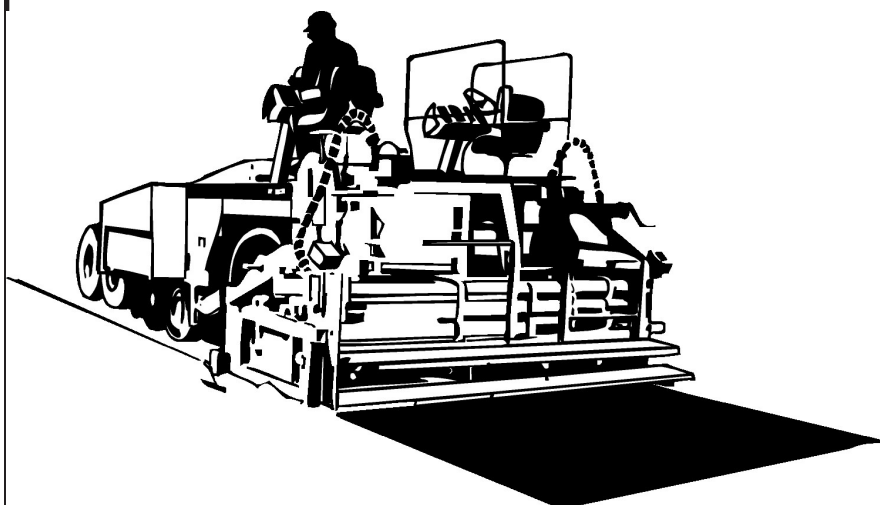
(appointed by NAPE/AFSCME)
Dawn Kowal, Co-chair
(402)595-3171
dkowal@dol.state.ne.us

Bob Basoco
Karen Girch
Deanna Ewing
Kevin Petska
Elizabeth Noble

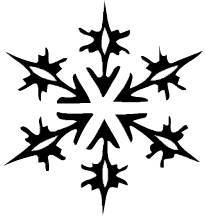
Management

(appointed by the Governor)
Mike Samuelson, Co-chair
(402)223-7541
msamuels@notes.state.ne.us

David Gates
Dale Busch
Bob Lundberg
Joe Hamblin
Randy Ro



New and Improved Winter Party



The New and Improved State Employee Winter Party will be held Friday, December 6 at Agricultural Hall, State Fair Park. The doors open at 6:30 p.m. and dancing begins at 8 p.m.

Featured this year is a new band, Gigglebox, and DJ Craig Estudillo. Food includes a new sandwich buffet, as well as hors d'oeuvres, and cash bars will be available. Many door prizes will be given away for state employees.

Tickets are \$10 in advance and will be sold throughout the month of November. No tickets will be sold at the door. Significant others, spouses and friends are encourage to attend with the purchase of a ticket.



If you have any questions, call Sheri Irwin at 471-2505 or Donna Hicks at 471-6620. The Winter Party Committee planned this event on their own time, and the event is employee funded through ticket sales and can recycling funds.



DAS-State Personnel links

State Personnel has a wealth of information online for use by employees and agencies. Make the internet your first stop when seeking information.

Employee Information

- **Benefits Information and Forms:**
<http://www.das.state.ne.us/personnel/benefits/>
- **State Holiday Schedule**
<http://www.das.state.ne.us/personnel/holidayschedule.htm>
- **State Suggestion System** (online form)
<http://www.wrk4neb.org/idea/>
- **Training Opportunities**
<http://www.das.state.ne.us/personnel/nkn/>

Newsletters

- **Affirmative Action Quarterly**
http://www.das.state.ne.us/personnel/aa_newsletters.htm
- **Statehouse Observer**
<http://www.das.state.ne.us/personnel/observer.htm>

Job Hunting

- **Apply for State jobs online:**
<https://www.wrk4neb.org/jobapp/>
- **Current vacancies**
<http://www.das.state.ne.us/personnel/nejobs/per.htm>

Classification

- **Job Specifications**
<http://www.das.state.ne.us/empref/JobSpecs/>
- **Nebraska Classified System Personnel Rules**
<http://das.nol.org/personnel/nerules/>

Mark Your Calendar!

November

- 11 Veterans Day
State Holiday
- 28 Thanksgiving Day
State Holiday
- 29 Day after Thanksgiving
State Holiday

December

- 6 Winter Party
- 25 Christmas Day
State Holiday

January

- 1 New Year's Day
State Holiday
- 20 Martin Luther King's Birthday
State Holiday

February

- 17 Presidents' Day
State Holiday

April

- 25 Arbor Day
State Holiday

May

- 26 Memorial Day
State Holiday

July

- 4 Independence Day
State Holiday

STATEHOUSE OBSERVER

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Partnering with Agencies,
our State Personnel Team
is transforming State Government
to be the employer of choice.

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